

**Job Purpose:** Responsible for full range of specialized painting projects including, but not limited to, large metal frames, skins and other customer required material. Individual must have experience performing all aspects of a powder coating processes to include parts preparation, hanging strategies, chemical preparation, powder coating theory (electrostatics), equipment management, powder application, and curing processes.

<b>Job Classification</b>	Full Time Non-Exempt Hourly
<b>Pay Grade</b>	TBD
<b>Work Schedule</b>	Monday – Friday 7:00 AM – 3:30 PM
<b>Division/Department</b>	Production
<b>Reports To/Supervisory Level</b>	Production Manager
<b>Education Required</b>	High School or GED.
<b>Experience Required</b>	3-5 years of experience powder coating.
<b>Certifications</b>	
<b>Knowledge Required</b>	Knowledge and understanding of the powder coating process including electrostatics and related application equipment. Must also display knowledge of proper equipment settings and be able to troubleshoot basic equipment and quality issues.
<b>Skill Set Required</b>	Strong background and work experience in powder coating environments. Able to work with minimal supervision and a willingness to train others. Display an attention to detail and ensure company quality standards are met. Basic math skills. Basic computer skills.
<b>Work Authorization</b>	Must be authorized to work in the United States
<b>Travel Requirements</b>	No routine travel
<b>Tasks and Responsibilities:</b>	
Ensures parts are properly prepared for powder coating. This may include sandblasting, rust removal, oil removal, and overall cleanliness.	
Knowledge of proper hanging techniques. This includes hanging angle for pretreatment chemical drainage, application ergonomics, individual hanging rack density, and proper conveyor line loading.	
Assist with the development and documentation of optimal hanging techniques for individual parts.	
Qualify properly processed parts using a basic understanding of chemical pretreatment.	
Ability to operate, monitor, and set up all application and support equipment to yield consistent quality and meet efficiency goals.	
Ensure preventative maintenance/housekeeping schedules are completed on time using proper shop practices and procedures.	
Ability to operate powder application equipment including electrostatic guns, feed hoppers and powder reclaim systems.	
Powder paint metal surfaces including steel, aluminum and other shop coated or uncoated metal, finished hardware, accessories and other surfaces as specified.	
Understands powder curing as a function of metal thickness and exposure time in oven.	
Performs periodic oven/part temperature analysis with the use of chart recorder readings.	
Inspects and qualifies individual parts as meeting established quality standards and guides other in this process. Quality aspects include proper mil thickness, texture appearance, part coverage, and adhesion (crosshatching to ASTM standards).	
Follow all safety guidelines in regard to use and maintenance of personal protective equipment, as well as work practices and housekeeping.	

Powder paint metal surfaces including steel, aluminum and other shop coated or uncoated metal, finished hardware, accessories and other surfaces as specified.
Follow OSHA guidelines for required PPE.
Follow established LOTO guidelines.
Adhere to ISO policies and procedures.
Must have a willingness to instruct others on proper coating techniques.

<b>Work Environment</b>
The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee is occasionally exposed to wet or humid conditions (non-weather); work near moving mechanical parts; work in high, precarious places; fumes or airborne particles; outdoor weather conditions; extreme cold (non-weather); extreme heat (non-weather) and risk of electrical shock. The noise level in the work environment is usually moderate.
<b>Physical Demands</b>
The employee must occasionally lift and/or move up to 15 pounds. Specific vision abilities required by this job include ability to adjust focus. While performing the duties of this job, the employee is regularly required to stand; walk and use hands. The employee is frequently required to reach with hands and arms and talk or hear. The employee is occasionally required to sit; climb or balance and stoop, kneel, crouch, or crawl.
<b>Personal Protective Equipment (PPE)</b>
Employee is required to adhere to all required PPE, including but not limited to: safety glasses, hearing protection, gloves appropriate for material being handled.
Closed toe shoes in production areas.

**Quality Management System:**

Employees are required to attend all required training and adhere to all policies and procedures according to company ISO Guidelines.

**Accommodations:**

The work environment and physical demands described herein are representative of those that must be met by an employee to successfully perform the essential functions of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Affirmative Action:**

The company provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to veteran or uniformed service status, race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, the company complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

**Drug Testing:**

Offers of employment are conditioned on successful completion of drug testing as outlined in the Drug Free Workplace Policy and comply with local, state and federal regulations.

Employee signature below constitutes employee's understanding of the requirements, essential functions and duties of the position.

Employee Name: \_\_\_\_\_

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_